



WASHINGTON State Employee

fyi did you know?

A special issue full of information you can use as we start 2014 and a new legislative session.

See pages 2 - 8

...WE HIT THE GROUND RUNNING IN 2014? See 5.

Members on MLK Day were part of the energized and informed members taking on old and new challenges in the 2014 Legislature.



4% COLA solution lost on WSU management

■ WSU management turns down on union's wage re-opener proposal

Despite overwhelming facts on the side of a 4 percent COLA for WFSE/AFSCME members at Washington State University, the administration turned thumbs down in latest negotiations Jan. 10 on the

wage re-opener provisions of the current contract.

The union's WSU Bargaining Team is holding meetings to plan next steps, including activating WSU

See WSU, page 2



This union works for me!

Big win for contract pride

■ Employment Security members' fight to show union and contract pride upheld

Putting up union signs like, "I AM a State Employee" and "Affordable health care for the middle class" shouldn't bring a threat of discipline.

But that's what happened in August 2012 when mem-

bers at the Mount Vernon Employment Security Department office were ordered to take down most of the letter-size posters they posted in cubicles to show support for the union's contract negotiations.

In the end, they were right and the agency was wrong.

"We're finally backed up by a legal decision confirming our right to post in our cubicles," said Local 1060 member Maria Pitts.

Pitts was the shop steward who challenged the removal order along with her colleagues.

The decision came from a hearing examiner with the Public Employment Relations Commission on Dec. 24. She found Employment Security guilty of an unfair labor practice for interfering with the protected rights of state employees and refusal to bargain over their unilateral order to remove the posters.

Co-workers were elated with the Christmas Eve deci-



Free to post signs in support of a strong contract – and union pride. Mount Vernon Employment Security members gather outside their WorkSource office Jan. 16. From left: Bert Miller, Maria Pitts, Laurie McMillan, Annette Arp, Kathie Harrison and Emily John-Martin.

sion.

"They felt satisfaction the law came through for us, with the union's help," Pitt said.

The Employment Security Department told PERC Jan. 9 it will not appeal and will comply with the examiner's order.

The examiner's decision relied heavily on the testimony of Employment Security members in Mount Vernon and across the state during two days of testimony this past summer. Their credibility obviously carried the day.

The examiner wrote that members testified they "posted the aforementioned things out of pride as state employ-

ees, as union members, and to support the union's collective bargaining and contract negotiations....(and the posting) was protected activity under (state law)."

The PERC examiner ordered the department to cease and desist from the interference and refusal to bargain. The examiner also ordered Employment Security to return to the "status quo ante" – reinstating the working conditions that existed before the department unilaterally (and illegally) changed its past practice on cubicle postings.

And the agency must post the guilty finding in "conspicuous places" at agency offices "where notices to all bargain-

ing unit members are usually posted."

Assisting the Employment Security members were WFSE/AFSCME Council Representative Phyllis Naaid, WFSE/AFSCME Labor Advocate Lewis Woods, WFSE/AFSCME PERC Specialist Herb Harris, union counsel and dozens of members who testified or lent key support.

MORE ONLINE

To see the full ULP decision: <http://www.wfse.org/wp-content/uploads/2013/12/PITTS-ULP-Decision.pdf>

Green Hill School members stand for safety after dangerous situation

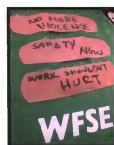
All sides are still sorting out all the details but all agree what happened Dec. 18 inside the walls of Green Hill School in Chehalis was dangerous, violent and unacceptable.

According to witnesses, rival gangs squared off at the juvenile rehabilitation facility. Witnesses reported the incident involved multiple fights, with 13 youthful offenders triaged at the facility's health center. At least three staff suffered injuries.

Green Hill went into lockdown. Local 862 members there channeled their anger into two days of visibility actions. They wore Band-Aids with "Work Shouldn't Hurt" and "No More Violence" written on them. They wore "Who's Next" buttons. They showed no fear by wearing their



Green Hill School Local 862 members stand strong after December incident.



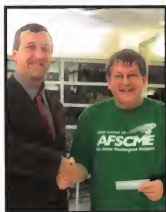
AFSCME green t-shirts. And they demanded action. They've called for a union management communication committee meeting with the Green Hill

School administration to discuss the grave safety concerns. It's little consolation, but our juvenile rehab members feared these kinds of incidents would only increase with the closure of Maple Lane School and the transfer of more vulnerable mental health offenders in with the more violent Green Hill population.



Vancouver Local 313 collected a pile of gifts for foster kids and food for the local food bank at the Local 313 Christmas party in December. Standing: Pat Coulter and Judy Kuschel-Kneeling; Janet Hatfield.

Local 341 (Fircrest School/SOLA/ Echo Glen) provided donations to Toys for Tots and the Puget Sound Labor Agency Food Bank at their annual holiday party in December. Local 341 membership opted to shift resources used for their holiday event. "Membership felt that it was important to give these donations to those in need during the holiday season," said Local 341 President Dave Greenman (at right, presenting donation to Food Bank Director Morgan Stein).



Members of Employment Security Local 435 in Seattle started the new year off Jan. 2 with a new state of officers. For more, go online: <http://www.wfse.org/new-officers-sworn-in-at-local-435/>

WSU, from page 1

workers for fair and meaningful cost-of-living increases.

The events at the bargaining table in Pullman came after months of investigating Washington State University's finances.

"It is clear from our investigation that WSU has the ability to fund across-the-board salary increases out of existing university funds," the team said. WSU management instead is asking someone else – the state Legislature – for additional money to pay for 4 percent classified staff increases.

"WSU is using this tactic to have someone else – the state Legislature – say no to us, thereby having a third party take the blame for management's refusal to fund meaningful salary increases for WFSE-represented classified staff," the team said in a bulletin distributed to members statewide.

WSU paid for identical 4 percent raises for faculty and administrators from local funds. But won't do the same for classified staff.

The WSU union members are simply asking for parity with faculty and administrators – and with members at the University of Washington. "Classified staff probably

doesn't make the wage that administrative professionals and faculty do, and our cost of living increases are just as high as faculty," WSU Bargaining Team member Roger Eberhardt (Local 1066) told KLEW TV.

SHARED LEAVE REQUESTS

To place approved shared leave requests: tim@wfse.org, or 1-800-562-6002.

Camella Canfield, an insurance technician 1 with the state Office of the Insurance Commissioner in Tumwater and a member of Local 443, has been approved for shared leave. Contact: your human resource office.

State Employee

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Patricia Holyan, an adult training specialist 2 at Rainier School in Buckley and a member of Local 491, is in need of shared leave to care for her husband, Michael Holyan, another longtime Federation activist at Rainier School. Contact: Sarah Hawkins, (360) 829-3003 or sarah.hawkins@dshs.wa.gov.

Daphnee Thompson, a secretary senior with DSHS in Kent and a member of Local 843, was recently diagnosed with severe bilateral pulmonary issues and chronic pain due to degenerative joint disease. She is currently in leave without pay status. Contact: your human resource office.

Leslie Howard, a social service specialist 3 with DSHS in Tacoma and a member of Local 1181, has a severe intestinal infection and is in need of shared leave. She has exhausted all leave and is expected to be off work through

January 2014. Contact: your human resource office.

Karen Mork, a financial services specialist 4 with the Chehalis Community Service Office of DSHS and a member of Local 862, is still in need of shared leave as she continues her recovery from a multiple fracture of her ankle and heel. The impairment has kept her off work for several months. Karen hopes to return to work in January. Contact: your human resource office.

Mona Bahnam, an attendant counselor 1 at Fircrest School in Shoreline and a member of Local 341, has been approved for shared leave. Contact: your human resource office.

Mike Bartel, a maintenance lead technician with the Department of Transportation in Everett and a member of Local 1020, is in need of shared leave for medical reasons.

Contact: your human resource office.

Kendra Hogenson, medical assistance specialist 3 with the state Health Care Authority in Olympia and a member of Local 443, has been approved and is still in need of shared leave. She is again asking for donations of shared leave to cover time she is missing while recovering from Foot Fusion Surgery. Kendra

has exhausted all her sick and annual leave. Contact: Nicole Ribera, (360) 725-2134, or your human resource office.

Alissa Slack, a social service specialist 3 with the DSHS Office of Central Intake (Children's Administration) and a member of Local 843 in Seattle, is still in need of shared leave because of a serious medical condition. Contact: your human resource office.

SHARED LEAVE THANKS: "I would like to extend my sincere gratitude and appreciation to anyone who generously donated leave while I was out of the office over the past two months. This was a very difficult time for me and my family and your kindness touched our hearts. Thank you again! Shilo Strickland (Smith)."

IN MEMORIAM: John Christopher (Chris) Tabor, a support enforcement 2 with DSHS in Seattle and a member of Local 843, died Dec. 27. He was 35. He is survived by his son, mother, sister and partner. He was laid to rest in his native Texas.

FYI: DID YOU KNOW?...They're coming after our pensions?

In just the past two years, during the height of The Great Recession, WFSE/AFSCME members fought off attacks on middle class families.

- The Legislature wanted to cut pensions, expand outsourcing of public employee jobs, drastically cut services for public safety, natural resources and vulnerable children and adults.
- They wanted to re-negotiate your health plan, strip part-time workers of their health benefits and deny you a voice on wellness.
- They wanted to add even more furloughs, cut state colleges and universities another 20% and eliminate Medical Interpreters.

But members stood together, said NO! and united to stop these bad proposals.

Still, WFSE/AFSCME members won legislative funding of the first contracts in five years with compensation increases, including a new pay step. And they won a health care agreement that holds the line on premium shares and out-of-pocket medical costs.

It takes hard work to stop the bad and win the good.

These are just some of what the "union has done for you" over the years. But we can't rest on past accomplishments. The strength of joining in a union is looking ahead and pushing onward to the future.

And in 2014, we face attacks on pensions and other new and old challenges.

Senate Majority Caucus: Phase out state employee pensions with risky 401(k) plans

House Speaker Chopp takes on Senate majority

The top Republican leaders in the state Senate and

House on Jan. 9 told reporters they're going after your pensions.

But they'll have to contend with the House, governor and a fired-up and informed WFSE/AFSCME

What does Gov. Jay Inslee think about the attacks on your pensions? See page 4

membership
"Can we continue to afford that?" Senate Republican

Leader Sen. Mark Schoesler of the 9th District told the annual Associated Press gathering of Capitol reporters in Olympia.

"Do we need to go to pure defined contribution?

See PENSION ATTACKS, page 4



Pensions provide dignity and security after a career of service

Shrinking wages and higher cost of living make personal savings very difficult for working families. After a career of service an employee *should* be able to look forward to a stable, comfortable retirement.

- **Washington State's Public Pension program is among the best in the nation in efficiency and value.**
The average annual return for the State Investment Board's Combined Trust Fund since inception exceeds 8 percent and its performance was among the top one percent of pension funds in the country during the past 20 years.¹
- **Washington is a national leader in pension reform.**
Benefit changes implemented in Washington are now being copied by other states. Our State Investment Board is a leader in investment returns, and our open pension plans are funded at 111% as of 2012.²
- **All pension plans are solvent except the closed Plans 1**
Although there is an unfunded liability in the now-closed Plans 1, employees have always paid their contributions and our investments have always met their averaged performance targets. The deficit is due to a failure by the legislature to provide the recommended funding amounts.
- **State and local pensions stimulate economic activity**
In 2009 state and local pensions generated \$4.5 billion in economic output in our state -- supporting close to 31,000 jobs, and creating almost \$600 million in tax revenues for the federal, state, and local governments. Each dollar invested by the Legislature in pensions supported over \$8 in economic activity in our state.³
- **Pension plans bring value to an employee's compensation package that cannot be matched by just wages.**
Unlike wages, the costs of pensions are shared between the employer, employee contributions and the investment funds that are pooled by the investment system. The bulk of the pension benefits come from money earned by investment pool.
- **The average monthly benefit for a PERS 2 retiree is about \$1,158 per month⁴**

2014 WFSE Retirement Security Legislative Priorities

- **Oppose efforts to replace defined benefit pensions with 401(k) plans**
401(k) plans are a failed experiment in retirement savings for working people. They were meant to supplement, not replace defined benefit plans. Employees incur all of the risk under 401(k) plans.
- **Support PSERS Expansion (House Bill 1923/Senate Bill 5781)**
High risk job classes within DSHS should be placed in the Public Safety Employee Retirement System.
- **Support STaRT (Save Towards a Retirement Today) legislation**
All employees, both public and private sector, should have the resources to achieve retirement security

¹ Excerpts from "Pension Funding reform for Washington State" by Washington State Treasurer James L. McIntire, Sept. 13 2010

² Excerpts from "Pension Funding reform for Washington State" by Washington State Treasurer James L. McIntire, Sept. 13 2010, funding level updated to 2012 per data provided by 2012 OSA Actuarial valuation

³ Everett Herald Op/Ed, March 12 2012 by John Burbank, Economic Opportunity Institute

⁴ 2012 OSA Actuarial Valuation. Pg 48





Schoesler tells reporters Senate Majority Caucus will take up where it left off last year and once again try to phase out state employee pensions.

PENSION ATTACKS, from page 3

Do we need to go to Plan 3? I think these are good discussions. We don't want to end up like Illinois is."

But, as we've said time

and again, they're using Boeing, Illinois, Detroit and other episodes to urge vindictive changes

to your pensions that have no basis in fiscal responsibility or necessity.

Speaker of the House Rep. Frank Chopp of the 43rd Dist. said just that in responding to those who want to phase out your pensions.

"Well unfortunately... that's not accurate," Chopp shot back.

"We've put hundreds of millions in our state budget... to make sure that our pension system was adequately funded.

"We're not like Illinois



Chopp

or some of those other states. We've been responsible over the years."

We aren't Illinois – in fact The Pew Center on the States' "The Widening Gap Update" shows that Washington has one of the four healthiest pension systems in the nation. Illinois – one of the four worst. We're far from being an Illinois.

And Chopp said the attack on middle class public employee pensions is just plain mean.

"I would urge you to keep in mind who these pensions are for," Chopp said. "They're for people like police officers and firefighters and teachers who in many cases put their lives on the line for us..."

"We did make a promise to those folks if they invest their time and life in protecting the public, then we're going to have a pension for them to supplement their retirement.

"That's a fair deal for the average public servant."

For more facts you can use to urge lawmakers to support and not attack pensions, see "Pensions provide dignity and security after a career of service" on page 3.



has vowed to phase out our pensions in favor of the risky – and discredited – 401(k)-style defined contribution plans.

Still, we can never let down our guard.

Because there are other ways that opponents can attack our pensions.

Inslee: No pension cuts on my watch!

In a follow up to his State of the State address Jan. 14, Gov. Jay Inslee assured state employees he will block the attacks on your pensions.

"I also want to put an end to any concerns you may have about state employee pensions being at risk," Inslee said in an e-mail to all state employees.

"There are proposals in the Legislature that could change our pension system. But I can assure you that won't happen while I'm governor."

The Senate Majority Coalition (see story above),

IN THEIR OWN WORDS

Q

"They keep talking about cutting our pension system. And I hope that they don't do that because it is essential to me. To be able to retire, to live comfortably, with respect."

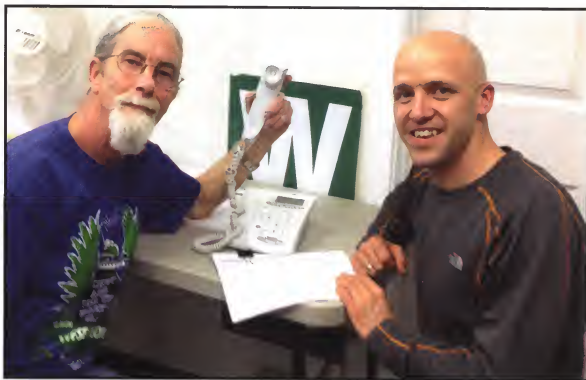
-- Norma Castro

Local 341

Fircrest School, Shoreline



Phonebanking for pensions



Robert Devlin (left, Western State Hospital Local 793) phonebanking from union offices Jan. 14 to urge other members to contact legislators to support HB 1923, the bill to expand the Public Safety Employees Retirement System (PSERS) to include DSHS institutions workers in high-danger jobs. With him is WFSE/AFSCME Council Rep. Sean Dannen.

We need to be diligent.
We need to talk with our members
We need to make our legislators understand what we do.
We need to stand with other unions.
And know, that we are
the people who will
protect the middle class.

WFSE/AFSCME President Sue Hennicksen to members at lobby training, Jan 4

REGISTER www.wfse.org/get-involved/come-to-olympia

Parks: Union supports funding opportunities bill

WFSE/AFSCME on Jan. 16 voiced support for a bill that aims to allow the State Parks Foundation to find funds to run parks.

"If the State Parks Foundation can find dollars to help with operations, we're all for it," testified Parks Local 1466 President



Yearout

Brian Yearout, a construction and project coordinator with Parks.

Senate Bill 6034 expands the purpose of the foundation, created by the Legislature in 2000 to solicit support for the operation, instead of just the preservation, restoration and enhancement of the state parks system.

"With all the cuts to the agency the last few years and

the unsustainable financial situations that the agency finds itself in and the temporary stop gaps that have been used to keep parks afloat, operation dollars are key," Yearout said.

The bill has a section that includes key provisions for accountability.

The House version of the bill, House Bill 2226, had a hearing Jan. 17 in the House Environment Committee.

HOTLINE: 1-800-562-6102

FYI: DID YOU KNOW?...We hit the ground running in 2014?



Dozens of members turned out Jan. 4 for the union's annual Lobby Training in Seattle where they practiced their skills on real legislators. They got briefings on key issues. And were urged to come to Olympia, keep informed and take action.



Aubrie Jones, 8 (front left) and Ashlinn Jones, 10, joined mom Anthea Jones (back, left) and other Western Washington University Local 1381 members Marica Nance and Sonia Baker with personalized messages to legislators on Martin Luther King Jr. Lobby Day Jan. 20.

WFSE/AFSCME priority legislation introduced (as of 1/17/14)

Annual leave bill

■ Reykdal, Hunt introduce WFSE-initiated bill to raise annual leave limit; recognizes many can't take annual leave.

Rep. Chris Reykdal and Rep. Sam Hunt, both of the 22nd Dist., have introduced WFSE/AFSCME-initiated legislation to increase the amount of annual leave state employees can accrue before they have to "use it or lose it."

House Bill 2248 would raise the annual leave cap from 240 hours (or 30 days) to 360 hours (45 days).

Reykdal and Hunt should be applauded. It's rare that elected officials – or just about anyone – recognizes that state employees have sacrificed over the past five years and continue to do more with less. Because of that, many can't take annual leave because of high workloads. And HB 2248 says that dedicated state employees



Rep. Chris Reykdal (left) and Rep. Sam Hunt.

shouldn't be punished by losing leave.

HB 2248 was scheduled for its first hearing in the House Government Operations and Elections Committee on Jan. 24.

Privacy bill

House Bill 2376 is the WFSE/AFSCME-initiated public records request exemption bill.

It stems from recent requests for such records in the state Lottery, Liquor Control Board and other agencies.



Rep. Dave Hayes

Rep. Dave Hayes of the 10th Dist. is the prime sponsor.

Kudos to Rep. Hayes – he is a sergeant with the Snohomish County Sheriff's office and as a law enforcement officer, recognizes the potential harm to our members.

Liquor Control enforcement officers



Rep. Luis Moscoso (left) and Sen. Pam Roach.

• Senate Bill 6130 is the companion of the LCB-requested HB 2394. Sen. Pam Roach of the 31st Dist. is the prime sponsor.

Sen. Roach has shown leadership here because there was no Senate version of our bill last year.

Sen. Roach did a ride-along with one of our Liquor Control Board officers in December to help better understand their job.

Looking ahead to 2015: Inslee vows cost-of-living action

Gov. Jay Inslee has vowed to support state employee cost-of-living adjustments in the next biennial budget to be written next year.

"State employees have also gone without COLA (cost of living increases) since 2008," Inslee said when he unveiled his supplemental budget plan in December. "That is just too long to wait."

"So in the next biennium, we fully intend to address those issues."

He repeated that pledge after his Jan. 24 "State of the State" address to a joint session of the Legislature.

"I want you to know that I fully recognize the sacrifices state employees have made during the past five years," Inslee said in an e-mail to state employees. "This is very important to me."

"State employees have not received a cost-of-living increase since



2008 and we must do everything possible to address this issue in the next budget."

In his State of the State address, Inslee also publicly praised public employees.

"We are incredibly fortunate to have a dedicated and talented workforce made up of people who take pride in their job," the governor told a joint session of the Legislature.

IN THEIR OWN WORDS



"Our state workers have been working in positions and jobs that have not been competitive to the private market for many years now. We have not received a cost-of-living increase in the last five. Whereas the actual cost in rent and food and transportation has continued to rise year after year."

— Ty Pette
Local 304
Seattle Community College

State hospital safety

Larry Thompson – a Western State Hospital psychology associate out on workers' compensation because of a second assault in three years – urged a Senate panel to pass a bill to increase penalties for assaults on state hospital staff.

Senate Bill 6022 would increase penalties for patients who assault state hospital workers. They'd be third-degree assaults.

The bill came before the Senate Human Services and Corrections Committee Jan. 20.

The change would bring Eastern State Hospital, Western State Hospital and the Child Study and Treatment

Center in line with other hospitals.

"This bill would level the playing field...with every other state medical care provider in this state," said Thompson, a Local 793 member.

"If you get assaulted, there needs to be consequences."

Thompson is out because of a

closed-head injury after suffering multiple punches to the head from a 250-pound patient who backed him up against a wall, he said.

With SB 6022, Thompson said, "we get equal justice and people are held accountable."

The bill is one important step to

protect state mental health hospital workers, said Legislative Lobbyist Matt Zuvich.

"People like Larry are going to work every day and coming out broken under the status quo," Zuvich told



IN THEIR OWN WORDS

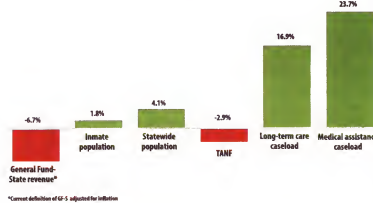
Q On continued attacks on Residential Habilitation Centers -- one example of safety net cuts: "We need to think about what we're actually doing to our society and the injustice that we are doing to the people who are born with these disabilities."

-- Yavonda Phillips
Local 341, Fircrest School, Shoreline

Why the state supplemental budget matters

Demand for services outpaces state revenue collections

Percent change FY 2008-13



Background

Washington's revenue system is heavily reliant on consumer spending (sales taxes) so the global economic crisis of 2008 hit our state especially hard. From 2007 to 2011, the total decline in state revenue was **\$12.6 billion**. State spending has been reduced by more than **\$11 billion** dollars since 2009.

Severe cuts have shredded the safety net and jeopardized public safety. We have seen reduced spending in crucial areas of the state budget, while the demand for services has increased:

- Mental Health
- Parks
- Corrections
- Developmental Disabilities
- Children's Administration
- State Food Assistance
- Adult Protective Services

No one has felt the effects of these budget cuts more than public employees. The state has not funded COLAs for state employees or teachers since 2008. Additionally - caseloads, enrollments, and demands for services will continue to grow.

- 10 furlough days for many employees
- 3% salary reduction from 2011-2013
- \$344 million cut to pension benefits in 2009
- Higher out of pocket costs for health care
- Increased pension contribution rates

2014 Session

State revenue collections are still falling behind what's needed to cover state population growth and rising mandatory costs. By 2015, the state will face **BILLIONS** of dollars in spending demands - an impending disaster under the current revenue system.

- The current 2013-15 budget relies on almost **\$1 billion** in one-time fixes, unspecified reductions and assumed savings -- all of which are unsustainable in the future.
- The 2014 supplemental budget will require an **additional \$150 million** just to continue providing services at current levels.
- The state Supreme Court has found that Washington is failing to meet its constitutional obligation to fully fund basic education. Complying with this ruling will require increases in K-12 spending of about **\$2 billion** in 2015-17 and **\$3.5 billion** in 2017-19.
- Public employees have not seen Cost of Living Adjustments (COLAs) since 2008.

In the 2013 session, the Senate Republican budget proposal funded increased education spending by **slashing an additional \$600 million** from general fund programs. It is likely many in the Legislature will demand far more budget cuts this year. Some see the dramatic cuts and reductions that have occurred over the past four years as a positive development and believe they don't go far enough.

Once again, we must stand up for the public. Years of budget cuts have gone too far. We can't allow further damage to the safety net and public services. **We need responsible revenue solutions, not more cuts, to invest in Washington State. Our citizens, including the most vulnerable populations that we serve, deserve better.**

Sources: "Guiding Washington Through the Great Recession," Governor Christine Gregoire, October 2012; "Proposed 2014 Supplemental Budget & Policy Highlights," Governor Jay Inslee, December 17, 2013



HOSPITALS, from page 5

the committee.

"I don't know when we're going to have enough money to be able to give our state hospitals the resources that we're going to need to staff them up and give them enough capacity."



Local 793's Larry Thompson (left) and WFSE/AFSCME Lobbyist Matt Zuvich at Jan. 20 hearing on state hospital safety bill.

Zuvich has testified in budget hearings about the staffing and capacity problems, some brought to light in a recent legislative audit report that said the state wasn't doing enough to meet targets on evaluations to determine a defendant's mental competency to stand trial.

Taxpayer protection

• WFSE agrees that taxpayer dollars should be spent in the most effective and efficient ways.

• WFSE also agrees that the public deserves to know what & how the government is spending their tax dollars on

• The state contracts for more services than it provides in-house; State contracts are NOT systematically being monitored for performance, no comparison between initial contract cost and final total cost, or if the goals of the contracting are actually achieved.

• Taxpayers have little say over how tax dollars are spent and no say on actions taken by private contractors who control the state's vital public services

That's why WFSE/AFSCME supports a "Taxpayer Protection" bill that would:

• Increase cost-effectiveness of government by requiring a cost analysis of proposed outsourcing & guarantee taxpayers a minimum savings of 10%

• Increase transparency by requiring contractors to open their books & meetings to the public and report the same data the state does (i.e. names of contractors, contract extensions and changes to cost, itemization of the performance measures in the contract and a report card on the achievement of them)

• Increase accountability by ensuring proper contract monitoring and enforcement occurs, including required periodic review during the contract term. Prohibit any company that has evaded taxes or broken the law within the previous five years from contracting with the state.



FYI: DID YOU KNOW?...You had members only benefits?

Washington Federation of State Employees • AFSCME Council 28 • www.WFSE.org



Union Benefits

WFSE/AFSCME Members Only Benefits

<http://www.wfse.org/member-resource/member-benefits>

7th Annual Howard Ocobock Memorial WFSE/AFSCME Family Campouts

Named in honor of the late Howard Ocobock, WFSE/AFSCME's vice president from 2004 to 2009.

Join us for the 2014 Family Campout: Sept. 12-14 at Brooks Memorial State Park near Goldendale.

Watch for details in the WFSE/AFSCME Washington State Employee newspaper and at <http://www.wfse.org/family-campouts/>

SCHOLARSHIPS AND GRANTS

WFSE and AFSCME offer numerous educational scholarships for the benefit of members and their families.

For details, deadlines, additional AFSCME scholarships and scholarship application forms, log onto www.wfse.org > Member Resources > Scholarship Information. WFSE/AFSCME scholarships include:

Neville B. Crippen Grant-in-Aid Award. A quarterly award established to help members advance their education or improve skills.

Norm Schut Scholarship Awards. These scholarships allow eligible members or members of their families to pursue studies at an accredited vocational school, college or university. Three \$1,000 scholarships awarded each year; one is earmarked for a WFSE/AFSCME member. Application deadline: April 30, 2014.

Younglove & Coker Scholarship. A \$2,500 scholarship awarded to an eligible member or family member to pursue studies at an accredited vocational school, college or university. Application deadline: April 30, 2014.

Althea Lute Memorial Scholarship. A \$5,000 scholarship awarded to an eligible member or family member to pursue studies at a degree program at a public college or university in Washington state. Application deadline: 7/31/14.

AFSCME Family Scholarships. Ten \$2,000-a-year scholarships for children and financially dependent grandchildren of AFSCME members. DEADLINE: 12/31/14.

Union Plus Scholarships. More than \$150,000 in awards for members, spouses and dependent children. DEADLINE: 1/31/14.

Many locals also sponsor scholarships. Check with them.

Information on other AFSCME scholarships available online at www.wfse.org/members/advantage/education/scholarships:

- Jerry Clark Memorial Scholarship. Deadline: 4/30/14.
- AFSCME/UNC/Harvard Union Scholars Program. Deadline: 2/28/14.
- Jerry Wurf Memorial Fund.

REAL ESTATE PROGRAM

Union Home Services (UHS). Real Estate Benefits Program

www.unionhomeservices.com
1-877-794-0197

Union Home Service Inc. is a Union represented company that provides real estate benefits to union members, their children and parents nationwide. As a union member, you and your immediate family can receive cash rebates on real estate transactions. Union Home Services, Inc. was founded locally and is based in Bellevue, WA.

The Washington State Labor Council and the 13-state AFL-CIO Western States Presidents Council have endorsed UHS.

CREDIT UNION PROGRAM

Washington State Employees Credit Union Financial Wellness Program

www.wseucuo.org

This program is provided through an arrangement with the WFSE/AFSCME-founded Washington State Employees Credit Union. This benefit offers information on investment education, supplementing retirement and Social Security, building a personal rainy day fund, how to avoid identity theft and much more.

WSECU representatives will come to your worksite or local union meeting. To schedule a class with a trained financial wellness instructor, call 1-800-562-0999. Ext. 10101.

DISCOUNTS FOR INTERPRETERS

Training discount for Interpreters

www.aiculture.org

Through an arrangement with The Cross Cultural Health Care Program, our interpreter members can receive a \$100 discount on the nationally acclaimed "Bridging the Gap" course that advances interpreter skills. For information, call (206) 860-0329.

UNION SPORTSMEN'S ALLIANCE

www.unionsportsmen.org

The Union Sportsmen's Alliance is uniting the union community to expand and improve hunting and fishing access and wildlife habitat throughout North America. Be a part of this one-of-a-kind outdoor organization dedicated to union members, retirees and their families who share a common passion for hunting, fishing, shooting and the preserving of the great outdoors. Membership is affordable at \$15 a year. AFSCME may become a charter union, making membership free to you.

Right now, members get numerous discounts through the Union Sportsmen's Alliance.

SUPPLEMENTAL INSURANCE

AFLAC NEW FOR 2014!

AFLAC is supplemental insurance available to state employees through payroll deduction at a group discounted rate.

www.aflac.com/wagov

AFLAC is not medical insurance, but insurance that pays cash benefits directly to the policyholder, over and above any other coverage that is currently in place. The employee decides how they will use that money.

It provides that extra layer of financial protection to help fill in the gaps, and covers expenses such as loss of income; out of pocket medical expenses (co-pays, deductibles, co-insurance, etc.); and everyday living expenses (rent/mortgage, groceries, gas, childcare, etc.).

Colonial Life NEW FOR 2014!

Colonial Life has been serving the needs of Washington State public sector employees via payroll deduction since 1961.

www.visitvillaville.com/AFSCME28

Colonial Life currently works with more than 34 state governments and more than 10,000 Public Sector Accounts throughout the United States.

"We offer what is most important to most employees -- the security of knowing when they are hurt and can't work...we are there for them."

Plans include disability insurance; accident insurance; life insurance; cancer & critical care insurance.

Colonial Life reps are available for "Lunch & Learn" meetings to provide educational information to WFSE/AFSCME members.

In Western Washington, contact Robert Branscomb 1-877-209-9277 robertbranscomb@gmail.com

In Eastern Washington, contact Tom McGrann 1-509-930-8054 yomegrann@charter.net

FINANCIAL PLANNING

Modern Woodmen of America. NEW FOR 2014!

www.therothira.org

Payroll Deduction Code 2775 The Roth Individual Retirement Plan.

Modern Woodmen of America is a member-owned fraternal financial services organization.

Representative of Modern Woodmen available for "Lunch & Learn" meetings to provide educational information to WFSE/AFSCME members about saving for retirement and Roth Individual Retirement Account (IRA) opportunities.

Please direct all inquiries or questions to: Robert Branscomb, 1-877-209-9277 • robertbranscomb@gmail.com

DENTAL HEALTH

WFSE/AFSCME has formal agreements with four dental firms to provide members in the Uniform Dental Plan free and discounted benefits.

Bright Now! Dental

www.brightnow.com

1-888-BRIGHT NOW

- Discounted General Dentistry
- Discounted Specialty Care
- BRACES for members – \$144.50 per month, average 24-month case, \$150 down, 30 monthly installments.

Contact Carrie Magnuson at (253) 405-4547 or Carrie.Magnuson@smilebrands.com.

Frontier Family Dental

(509) 547-3000

Frontier Family Dental is a unionized family dental practice in the TriCities area. Staff are IBEW Local 89 union members.

Competitive pricing structure; orthodontics at competitive prices; one-visit, same-day crowns; and offer a \$50 credit for every referral a WFSE/AFSCME member makes to their office.

Pacific Dental Alliance NEW 2014!

www.pacificdentalairset.com

Pacific Dental Alliance (PDA) is a network of dental offices that has been serving union members for over 15 years with quality and affordable dental care in the Puget Sound Region.

PDA Affiliated dental practices will provide WFSE/AFSCME members an average of 35% savings on out of pocket cost for members.

Questions? PDA at 206-276-7880

Sunrise Dental

Sunrise Dental has locations in Washington and Oregon.

www.sunrisedental.com

877-770-3077

Among the benefits is a \$200 new patient credit towards dental work to use towards any procedure not covered by the eligible member's dental insurance.

Out-of-pocket costs at Sunrise Dental will be minimal or zero whenever possible.

Free teeth whitening for new patients

One-stop dental service for most of your dental procedures.

We've abbreviated the benefits offered by each of these providers for space.

You can find complete descriptions of Members Only Benefits at www.wfse.org/members-resources/member-benefits

AFSCME Advantage benefits not printed here include Scholarships, Union Shopping and Advantage Auto. Find them at www.afscme.org/members/advantage.

AFSCME Advantage

<http://www.afscme.org/members/advantage>

FOR THESE TOUGH TIMES:

- Financial. Credit counseling, lay-off helpline, retirement planning
- "Save My Home" Hotline if you are facing financial challenges with your mortgage payment. You can arrange a confidential, free consultation with expert housing counselors who can provide advice, help you find answers and develop an action plan to get your financial house in order. Don't wait until it's too late - call 1-866-498-5361, any time day or night.
- Union Plus Debt Help; Credit Counseling; Energy Efficient Rebates; Layoff Helpline; Consumer Reports; Retirement Planning Center.

AFSCME ADVANTAGE CREDIT CARD

The AFSCME Advantage Credit Card from CapitalOne. Exclusive union member rates. No annual fee. <http://afscmecard.com>

AFSCME ADVANTAGE UNION MEMBER MORTGAGE

Union Plus Mortgage makes refinancing and home-buying easier and more affordable for working families in Washington and throughout the US. Call 800-848-6466 to apply or ask questions.

You can set up face-to-face appointments by calling your Washington mortgage representative Rick Davis at 1-888-439-7425 (davis.rick@wellsfargo.com) and identifying your union, online at <http://www.wfhm.com/loans/richard-davis1>

AFSCME ADVANTAGE LEGAL SERVICES PROGRAM

Members of participating AFL-CIO unions can consult an attorney on personal legal matters or to prevent a legal problem. Union-approved lawyers at over 1,300 law offices nationwide are available. Here's what the Legal Service offers:

- No enrollment fee
- Free review of select documents
- A free 30-minute consultation — in person or over the phone
- A free follow-up letter or phone call
- A 30 percent discount on additional services

Find a participating attorney near you at <http://www.unionplus.org/legal-aid-services/find-a-lawyer>. Or call 1-888-993-8886.

In the South Sound:

In Olympia, the law firm of Younglove & Coker is not a member of the AFSCME Advantage Legal Services Program, but provides the following services exclusively to members in the South Sound area: Free 30-minute consultation every year; free preparation of a simple will and testament; a 25% discount on fixed and hourly legal fees; a limit of 30% on contingency fees. Call (360) 357-7791.

AFSCME SCHOLARSHIPS

Information on AFSCME scholarships available online at <http://www.afscme.org/members/scholarships>

It pays to be a full dues-paying member of WFSE/AFSCME! Another reason for non-member representation fee payers to become full WFSE/AFSCME members!

Public Service



FYI: DID YOU KNOW?

Unions are about building a strong middle class

By joining together, working women and men gain strength in numbers so we can create a voice at work about what we care about.

Together, we can negotiate a contract with our employer that includes a fair and safe workplace, better wages, a secure retirement and family-friendly policies such as paid sick leave and scheduling hours.

No matter what type of job workers are in, building power in unions allows workers to speak out for fairness for all working people in their communities and create better standards and a strong middle class across the country.

Union checklist:

- Respect on the job ✓
- Fairness ✓
- Training opportunities ✓
- A voice at work ✓

Making a Better Washington

Washington Federation of State Employees • AFSCME Council 28 • AFL-CIO | www.wfse.org